

Building South Dakota's Healthcare Workforce

South Dakota Department of Health Office of Rural Health

July 2007

REGISTERED NURSE (RN)

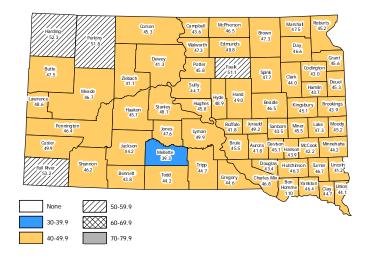
Growing concerns regarding the critical shortage of healthcare professionals in the State has prompted the creation of the South Dakota Healthcare Workforce Initiative. This initiative is a joint effort between the Departments of Education, Health and Labor, as well as the South Dakota Board of Regents. The purpose of this inter-agency project is to ensure a competent and qualified healthcare workforce that meets the needs of all South Dakotans.

According to the South Dakota Department of Labor, there is a projected increase of nearly 30 percent in the number of healthcare workers needed between the years of 2004 and 2014. As healthcare facilities face this increased need in providers, they are also looking at a shrinking pool of potential replacements. In South Dakota, between 2010 and 2025, the percentage of potential workers (ages 15-64) is projected to decrease by 4.4 percent. According to the Western Interstate Commission for Higher Education, the number of high school graduates will decrease by 16.5 percent between 2001/02 and 2017/18. While the number of youth in South Dakota slowly decreases, the percentage of those of retirement age (age 64 and up) increases drastically. The South Dakota State Data Center indicates an increase of 58 percent among those of retirement age.

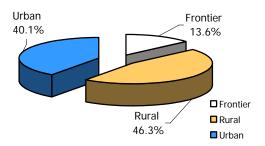
The information presented below has been compiled by the South Dakota Department of Health. This fact sheet includes information pertaining to workforce issues for registered nurses. For more information contact the South Dakota Board of Nursing / South Dakota Center for Nursing Workforce at 605.362.2760; or the Department of Health at 605.773.3361.

DEMOGRAPHICS

There are currently 10,733 actively licensed registered nurses residing in South Dakota ranging from the age of 22 to 87 years old. The map below depicts the average age by county in which registered nurses reside¹.



Only 40.1 percent of actively licensed registered nurses in South Dakota currently reside in an urban community, while 13.6 percent of registered nurses reside in frontier communities¹.



Almost all, 92.9 percent, of current registered nurses are female while 7.1 percent are male. The average age of registered nurses residing in South Dakota is 45.2. Over half, 51.9 percent, of registered nurses are aged 46 and over¹.



Ensuring a competent and qualified healthcare workforce that meets the health needs of all South Dakota residents...

PROJECTED WORKER NEED

In 2007, there were 10,733 actively licensed registered nurses residing in South Dakota. This number is projected to grow to 12,005 by the year 2014, an increase of 11.9 percent².

PERCENT OF VACANCIES AND TURNOVERS

A vacancy is defined as a budgeted position not currently filled, while a turnover is defined as the number of employees who left a facility during the fiscal year. Listed below are the percent of vacancies and turnovers for full-time registered nurses by year³. Please note, data was gathered from assisted living centers, inpatient chemical dependency, certified end-stage renal disease, home health agencies, intermediate care for mentally retarded, nursing facilities, rural health clinics, and hospitals. Collection of clinic data began in 2003.

Year	Percent of	Percent of		
	Vacancies	Turnovers		
2002	3.9	10.6		
2003	5.7	9.6		
2004	6.0	10.0		
2005	5.8	9.4		
2006	3.3	9.5		

EDUCATION

South Dakota's nursing education programs provide students diverse opportunities and choices in selecting a nursing education pathway that best suits their personal goals. Traditional classroom settings and online options are offered through South Dakota's eight accredited registered nursing programs including Augustana College, Dakota Wesleyan University, Mount Marty College, National Oglala Lakota American University, College, South Dakota Presentation College, University, and University of South Dakota^{1,4}. For more information on these programs, visit www.doh.sd.gov/boards/nursing www.doh.sd.gov/boards/nursing.sdcenter.

HEALTHCARE INCENTIVE PROGRAMS

The Office of Rural Health administers a variety of programs to assist communities in recruiting health care professionals. Registered nurses are eligible to participate in the Health Professional Recruitment Incentive Program and the Nursing Education Loan Repayment Program. For more information on these programs, please visit www.doh.sd.gov/RuralHealth/recruit.aspx.

LICENSURE

The South Dakota Board of Nursing licenses and regulates RNs in South Dakota. RN Licensure requirements include: application, fee, graduate from Board approved school of nursing, pass national NCLEX-RN examination, and complete criminal background check¹. For more information visit www.doh.sd.gov/boards/nursing

LINKS OF INTEREST

- Health Occupations for Today and Tomorrow (HOTT) www.sdjobs.org/sdhott
- Occupational Outlook Handbook (OOH) www.bls.gov/oco
- O*Net Link <u>http://online.onetcenter.org/link/summary/29-1111.00</u>
- South Dakota Board of Nursing www.doh.sd.gov/boards/nursing
- South Dakota Center for Nursing Workforce www.doh.sd.gov/boards/nursing.sdcenter
- South Dakota Department of Labor www.sdjobs.org
- South Dakota Department of Health, Office of Rural Health/Recruitment www.doh.sd.gov/RuralHealth/recruit.aspx
- U.S. Department of Labor www.bls.gov

FOOTNOTES

- ¹ South Dakota Board of Nursing; www.doh.sd.gov/boards/nursing
- ² Labor Market Information Center, SD Department of Labor, June 2006
- ³ South Dakota Department of Health.
- ⁴ South Dakota Center for Nursing Workforce; www.doh.sd.gov/boards/nursing/sdcenter

Only registered nurses actively licensed and residing in South Dakota included above.

Registered nurses shown by county in which they reside.

Vacancy numbers are as of January 31st for the respective year.

Percent of Turnover is defined as turnover for the facility's fiscal year divided by current total budgeted positions.

Percent of Vacancies is defined as current total budgeted vacancies divided by current total budgeted positions.

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REGISTERED NURSES

SD County	Count	Average Age	SD County	Count	Average Age
Aurora	30	41.8	Hyde	17	48.9
Beadle	196	46.5	Jackson	18	44.2
Bennett	19	43.8	Jerauld	26	49.2
Bon Homme	110	46.8	Jones	8	47.6
Brookings	234	43.9	Kingsbury	70	45.1
Brown	480	47.3	Lake	117	47.3
Brule	52	45.5	Lawrence	236	48.6
Buffalo	4	41.8	Lincoln	789	41.2
Butte	78	47.5	Lyman	20	49.9
Campbell	10	43.6	Marshall	47	47.5
Charles Mix	94	46.8	McCook	74	42.2
Clark	28	44.0	McPherson	24	46.5
Clay	158	44.7	Meade	323	46.7
Codington	282	43.0	Mellette	8	39.3
Corson	12	45.3	Miner	39	45.5
Custer	102	49.9	Minnehaha	2881	44.2
Davison	288	45.1	Moody	78	45.2
Day	76	46.6	Pennington	1426	46.4
Deuel	48	45.3	Perkins	14	51.8
Dewey	41	41.3	Potter	44	45.8
Douglas	51	43.4	Roberts	71	45.2
Edmunds	63	48.8	Sanborn	42	43.5
Fall River	107	53.2	Shannon	51	46.2
Faulk	33	51.1	Spink	82	47.7
Grant	68	45.6	Stanley	37	48.1
Gregory	67	44.6	Sully	10	44.7
Haakon	18	45.7	Todd	25	44.2
Hamlin	71	43.7	Tripp	62	44.7
Hand	32	49.0	Turner	136	46.7
Hanson	63	43.9	Union	264	44.1
Harding	4	52.3	Walworth	63	47.3
Hughes	212	45.8	Yankton	366	46.4
Hutchinson	118	46.3	Ziebach	16	41.1

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Source: South Dakota Board of Nursing

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